

Professional Development



Are Your Sailors Ready to Advance?

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This past year, the Navy aligned Active Component (AC) and Reserve Component (RC) leadership training requirements; we now do what our active counterparts do. That's why the enlisted Leadership Courses (LC) – Work Center Supervisor LC, Leading Petty Officer LC, and Leading Chief Petty Officer LC – all became mandatory for advancement starting 1 January 2007. VADM Harvey, Chief of Navy Personnel (CNP), directed this in NAVADMIN 033/06 and reinforced it in a September *Navy Times* cover story, which stated CNP “will now track this training gap and hold delinquent commanders responsible.” A December NAVADMIN provides final grace period extension and waiver policies. A popular misconception is that these requirements will be waived again. That is a dangerous and flawed assumption.

Here's the problem.

As of press time (December), over 5,000 SELRES still need this course before they can take their advancement exam. There are less than 5,000 weekend seats available between now and February. The music has stopped playing, and some units are still marching in circles around the ever-decreasing number of classroom seats. Next cycle, some may be denied their advancement exam – don't let it be one of your Sailors.

Here's the solution.

Check your Sailors' eligibility for the next advancement cycle. These are your first priority. Next, determine which Sailors

have not yet completed their leadership courses, even if they don't yet need them to advance. Remember, these courses are designed to give them the leadership tools they need at their current level of responsibility, not just a “check in the box” to advance to the next paygrade. Get ahead of the power curve.

RC course registration now aligns with the AC registration process. As leaders, learn how to use CANTRAC and request quotas (procedures are on the NKO Web site under the “Leadership” tab), and help your Sailors get registered promptly. Classes are facilitated by Center for Naval Leadership (CNL) Learning Sites and by CNL reserve units.

Okay, what about officer requirements?

Technically, there is no requirement for officer leadership courses for promotion or selection at this time. However, that doesn't diminish the importance of the material and doesn't mean the requirement won't come back. COMNAVRESFORCOMINST 1550.13 of 14 September 2001 required (Reserve) Officer Leadership Course (ROLC/OLC) attendance every five years. Since the OLC course was reserve-specific, the Navy stopped offering it last year when the RC aligned with the AC for training requirements. The active duty leadership continuum consists of Division Officer LC, Department Head LC, an Advanced Officer Leadership Course (under development), a Leadership Currency Course (under development), and the PXO/PCO courses offered by the Command Leadership School in Newport, RI, for leaders of commissioned units (both active and reserve.)

With the stand up of CNL's reserve program this past year, these leadership courses, which previously were only available at CNL Learning Sites, are now

also being facilitated in over 70 Navy Operational Support Centers (NOSCs, formerly known as Reserve Centers) around the country. That means your Sailors don't have to travel and use annual AT to attend a Monday-to-Friday course; they can go on two drill weekends instead. Even better, if your Sailors truly cannot afford to spare the drill time away from the unit mission, they can request COMNAVRESFORCOM N7 ADT Schools using that funding line in NROWS.

Since we have very few O-1s and O-2s, CNL is not scheduling Division Officer LC at NOSCs. However, CNL is scheduling dozens of Department Head LC at NOSCs around the country. Don't get hung up on semantics here – this is the only approved leadership course available to all Navy Reserve officers today, and it's not just for department heads. The curriculum includes a lot of material that is useful even for unit commanding officers, and those senior officers provide valuable perspective in the class. If any of your officers feel they already know too much about leadership, that should tell you right there that they don't.

Bottom line – the most valuable skill we learn, develop, and utilize in the military is leadership. It doesn't come in a box and can't be mastered overnight. Senior leadership is directing our Sailors to complete periodic leadership training. When I headed off to the Navy as a new midshipman over 30 years ago, my dad told me, “Take every military school you can.” It was great advice; I have learned much that has made me more effective in life. Do everything you can to ensure your Sailors (officer and enlisted) complete the Navy's leadership training; it's one of the very best military schools they will ever find. Get them registered now! 🇺🇸